



Miami-Dade County Board of County Commissioners

Office of the Commission Auditor

Legislative Analysis

**Internal Management and Fiscal
Responsibility Committee**

Thursday, May 18, 2006
2:00 PM
Commission Chamber

Charles Anderson, CPA
Commission Auditor

111 NW First Street, Suite 1030
Miami, Florida 33128
305-375-4354

**Miami-Dade County Board of County Commissioners
Office of the Commission Auditor**

Legislative Analysis

**Internal Management and Fiscal Responsibility Committee
Meeting Agenda**

Thursday, May 18, 2006

Written analyses for the below listed items are attached for your consideration in this Legislative Analysis.

Item Number(s)

2H

If you require further analysis of these or any other agenda items, please contact Guillermo Cuadra, Chief Legislative Analyst, at (305) 375-5469.

Acknowledgements--Analyses prepared by:
Bia Marsellos, Legislative Analyst

LEGISLATIVE ANALYSIS

ORDINANCE REPEALING SECTION 2-11.17 OF THE CODE OF MIAMI-DADE COUNTY, FLORIDA RELATING TO RESIDENCY REQUIREMENTS FOR MIAMI-DADE COUNTY EMPLOYEES; PROVIDING SEVERABILITY, INCLUSION IN THE CODE, AND AN EFFECTIVE DATE.

Commissioner Natacha Seijas
Commissioner Jose “Pepe” Diaz
Commissioner Sally A. Heyman

I. SUMMARY

This Ordinance repeals Section 2-11.17 of the Code of Miami-Dade County, Florida, as amended by Ordinance No. 05-88, eliminating the residency requirement for Miami-Dade County employees.

II. PRESENT SITUATION

Section 2-11.17 of the Code, relates to the residency requirement for new County employees, providing a 15-month deadline for new hires to establish residency in Miami-Dade County. This section does not apply to employees hired prior to the adoption of the Ordinance in 1999.

The Employee Relations Department (ERD) publishes the residency requirement in all employment advertisements and a covenant is signed by prospective employees and notarized during their processing. Employees who do not establish residency before the deadline may be dismissed.

The County Manager is authorized to waive the residency requirement for humanitarian reasons and must submit a list of granted waivers to the Commission on a quarterly basis. A Residency Waiver Committee reviews each application on a case-by-case basis, and then forwards their recommendations to the Manager.

Presently, all sworn classifications within the Corrections & Rehabilitation Department, Miami-Dade Fire Department and Miami-Dade Police Department are exempt from the residency requirement. **Currently exempt are 1,868 sworn employees in MDFRD and 3,009 sworn employees in MDPD.** The Aviation Department may hire non-county residents only for the Dade-Collier Training and Transition Airport. The Building Department may hire plans examiners and building inspectors in all trades who reside in Broward County.

As of May 9, 2006, BCC Item 7(G) passed on second reading and provides an exemption to all dispatchers and police complaint officers within the Miami-Dade Police Department and Miami-Dade Fire Rescue Department.

IMFRC ITEM 2(H)

May 18, 2006

III. POLICY IMPLICATIONS

This Ordinance repeals the residency requirement in its entirety.

IV. ECONOMIC IMPACT

None.

V. COMMENTS AND QUESTIONS

- Monroe, Broward and Palm Beach Counties do not have a residency requirement.
- According to the Employee Relations Department, they have encountered problems with recruitment in the areas of auditing, financial, information technology and engineering trades with the current residency requirement in place.
- Number of waivers requested since 1999: 33;
- Number of waiver requests granted: 22
 - These waiver requests were granted for humanitarian reasons. (For example, taking care of an elderly or ill spouse or parent, special education needs of a child.)
- Number of waivers denied: 11
 - These waiver requests were denied because financial hardship is not a humanitarian reason.